SWO(N) COMMUNITY BRIEF

Career Management Team

- **CDR Randy Van Rossum, Head SWO(N) Assignments, PERS 424 / 41N**
  - CO/XO, USS WAYNE E MEYER (DDG 108); MPA, USS NIMITZ (CVN 68); CSO, USS THACH (FFG 43)
  - SWO(N) detailing and placement – Post PA and senior
  - Coordinates with PERS 43 on CVN XO/CO placement

- **LCDR Bryan Geisert, SWO(N) Detailer**
  - MPA USS GEORGE WASHINGTON (CVN 73); OPS, USS WAYNE E MEYER (DDG 108)
  - SWO(N) detailing and placement – PA and junior

- **LCDR Noah Rich, SWO(N) Community Interface, PERS 42D1**
  - REA, USS JOHN C. STENNIS (CVN 74); OPS, USS BENFOLD (DDG 65)
  - Community tracking and monitoring, nominations, pay, AQD Mgmt, NR liaison

- **LCDR LaDonna Simpson, SWO(N) Program Manager and**

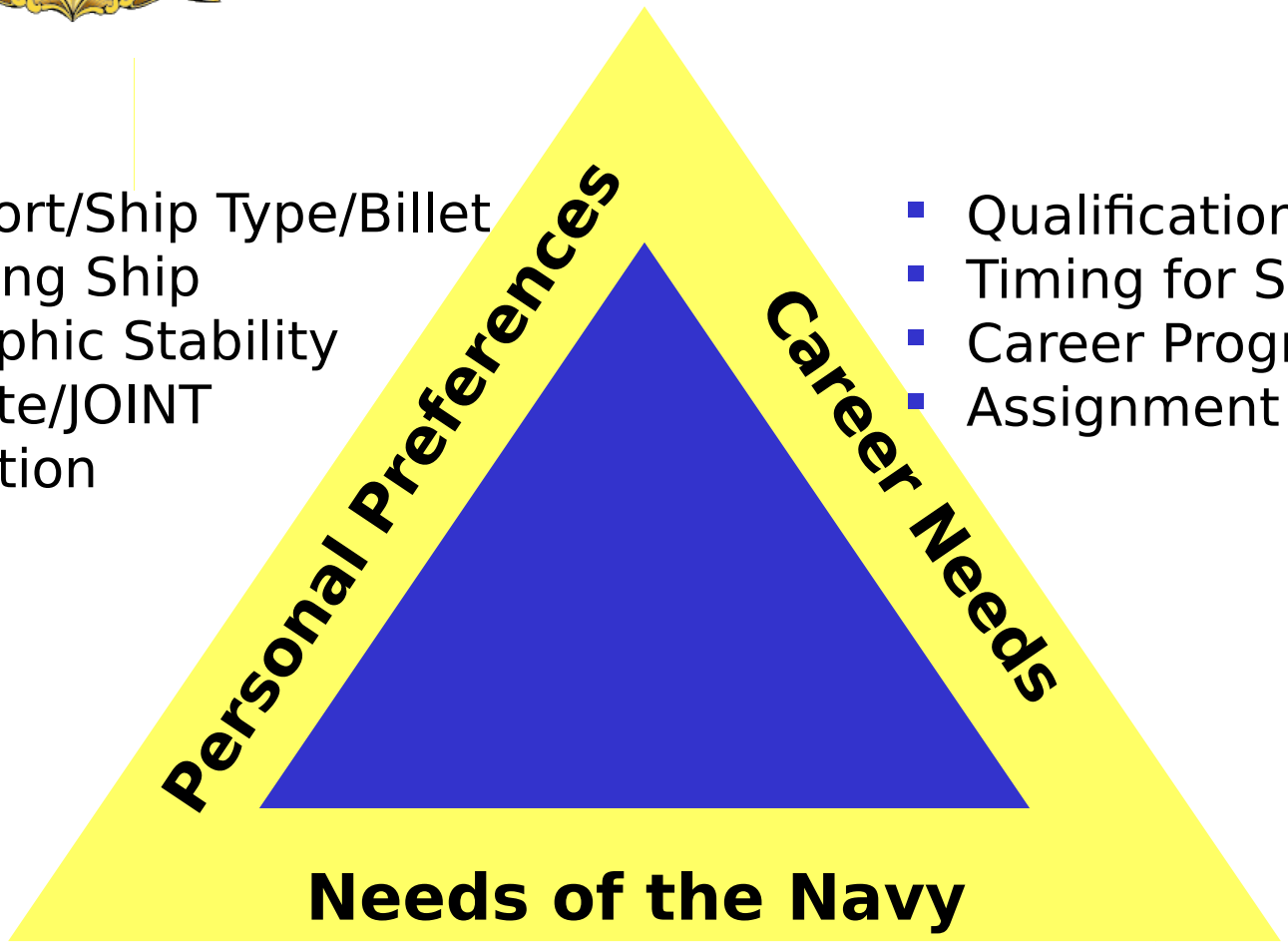
Your SWO(N) Career Advocates!

SWO(N) Career Goals:

- **SWO Warfighter COs**
- **Technically Expert ROs**

Detailing Triad

- Homeport/Ship Type/Billet
- Deploying Ship
- Geographic Stability
- Graduate/JOINT Education



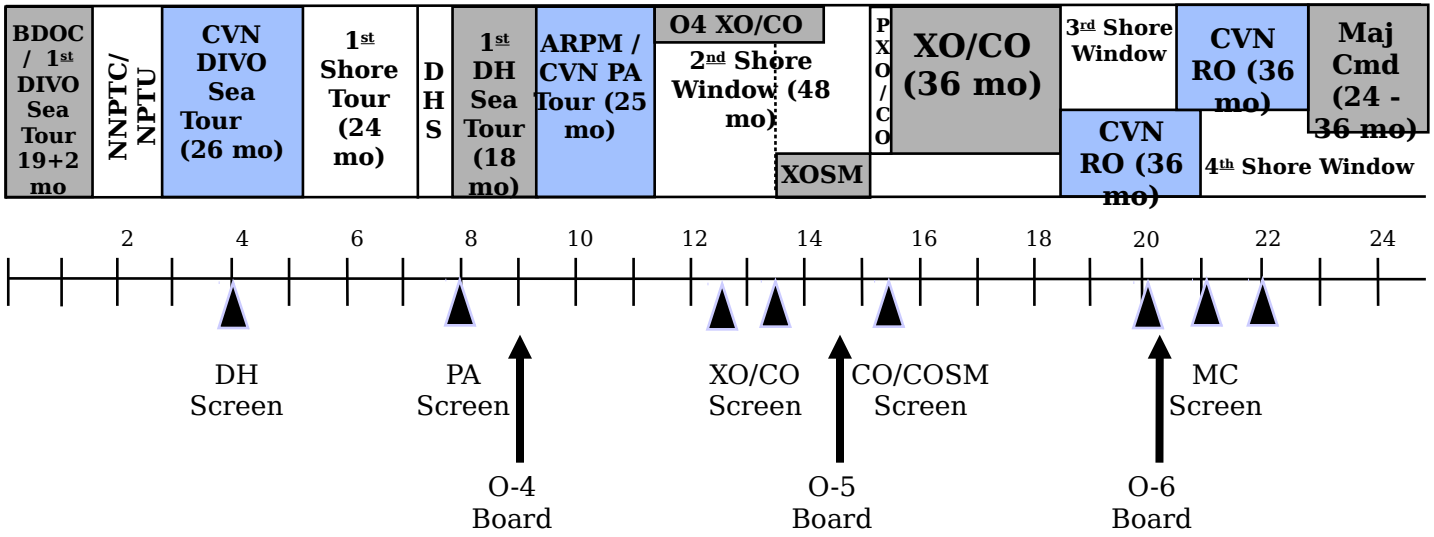
- Qualifications
- Timing for Screening
- Career Progression
- Assignment Diversity

“Deliver the Right Skills, at the Right Time, for the Right Job”

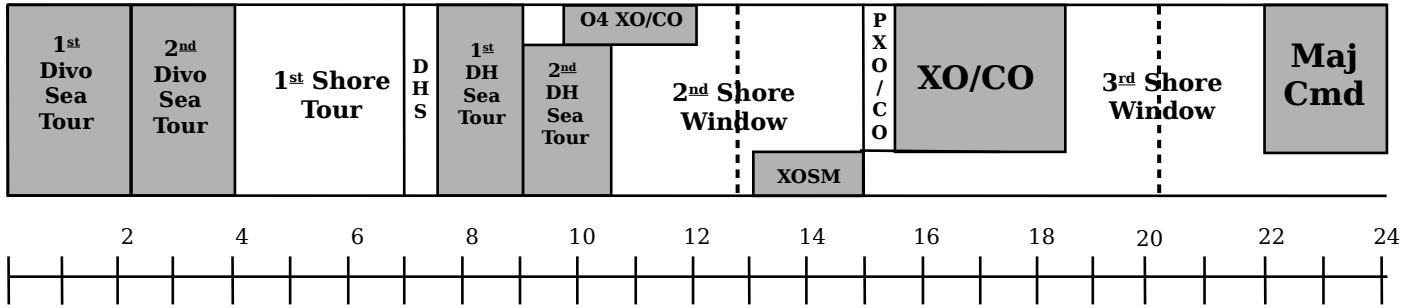
SWO(N) Career Path PYG 05 and Junior

XO/CO Fleet Up

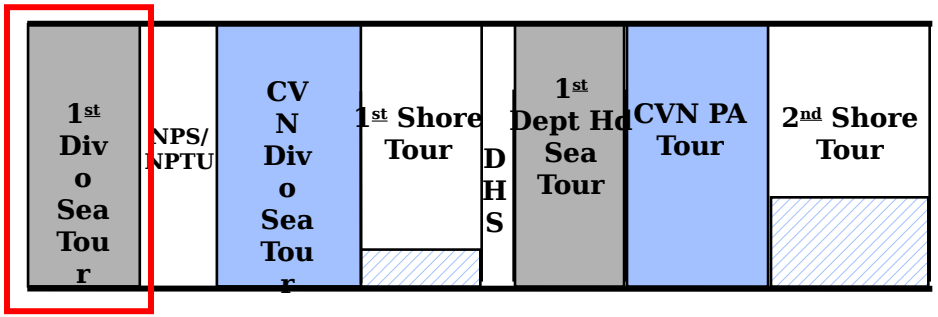
Revised XO/CO SWO(N) career path



XO/CO Conventional SWO career path



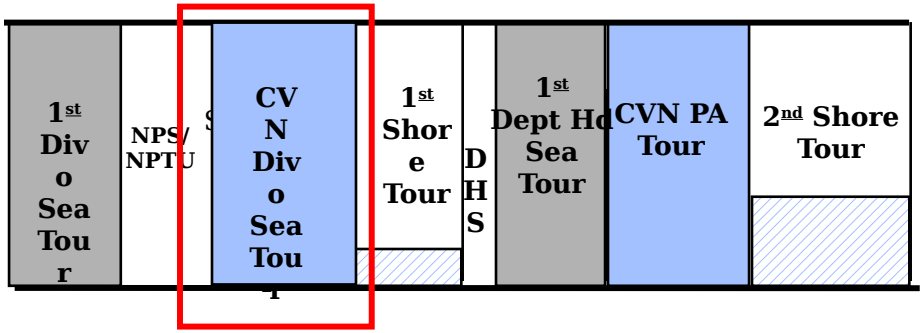
First DIVO Tour



- **NEW: BDOC + 19 Month Nominal DIVO Tour**
  - Milestone Based:
    - SWO PIN
    - DH Recommendation
    - At least 12 months operational (Water Under the Keel (WUK))

Leading Sailors, Developing SWO Skills

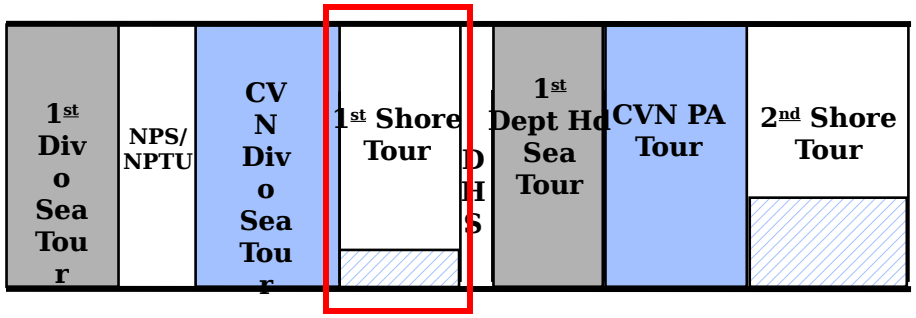
Second DIVO Tour



- **NEW: Nominal 26 Month Tour**
  - Milestone Based:
    - PNEO Qualified
    - Accrue a minimum of 4 months onboard post-PNEO
    - Qualify EOOW or RDO
    - Take follow-on orders to a shore tour

Lead Sailors; Operate and Maintain the Plant

First Shore Tour



- **Shore Duty Options**
  - Nuclear Shore Duty
  - Full Time Grad Ed
  - Conventional Shore Duty
  - Navigation Shore

7.5 YCS @ DHS

Career Needs:
Masters, JPME Phase I, Nuclear Shore, Joint

Why JO Nuclear Shore Duty?

- **Creates opportunity** for broadening tours post-PA
  - Joint, DC, War College
- NPS and NPTU
  - Boards recognize important community tours (incl. PASB)
  - Both offer **silver bullet** for first DH tour (Homeport **or** Ship Type)
- Unmatched leadership and technical

Nuclear Shore Early = Flexibility Later

NPTU Follow-on Program

- 18 months as a Shift Engineer (Can leave CVN as early as 22 months)
- Commit to RJCSRB prior to 9 month point in tour
  - Allows detailer enough time to identify a relief
- **Up to** 12 months of dedicated study time
  - Masters Degree and/or JPME for up to 12 months prior to Department Head School
  - Most SWO(N)s will have between 6 and 12

SWO(N) Shore Requirements

- **Post Reactor Officer, O-6 (3)**
  - CNAL/CNAF N9 (2)
  - NR (1)

- **Post Commanding Officer, O-5 (4)**
  - NPMTT Lant/Pac OIC (2)
  - NPTU Ballston Spa CO (1)
  - NPC 424 (1)

- **Pre-XO/Post-PA, O-4 (23-25)**
  - NPTU Charleston MTS XO (1-2)
  - NPTU Ballston SPA XO (1-2)
  - NPEB Lant (2) and Pac (2)
  - CNAP CVN N43 Type Desk (3)
  - CNAL CVN N43 Type Desk (1)
  - CNAL (2) and CNAP (3) N-9 Staff
  - NPMTT Lant (1) and Pac (1)
  - NPC 42D1 (1)
  - BUPERS DC N133C2 (1)
  - NR (2)
  - NNPTC DOD (1)
  - NPC 412N (1)

- **Post Division Officer, O-3 (35)**
  - NR A4W Training (5)
  - NPTU Ballston Spa (4)
  - NPTU Charleston (5)
  - NNPTC Charleston (7)
  - NPMTT Lant MTT LT (1) PNEO (1)
  - NPMTT Pac MTT LT (1) PNEO (1)
  - NPMTT PNW PNEO Coord (1)
  - BUPERS DC N133 (1)
  - CNRC NTO (7) – Millington, TN

Numerous and Diverse Options for Nuke Shore!

Shore Duty Detailing Process

- Bi-monthly cycle
- Detailed at ~6-8 months from PRD
- Provide prioritized list to the detailer
- Exceptions
  - Nuclear Shore Duty
  - Full Time Graduate Education
  - Hot Fills
  - Flag Aides
  - SWO(N) Company Officer at USNA

Communication with Detailer is key!

Graduate Education

- When and where?
  - Naval Post Graduate School (Typically post-DIVO)
    - JPME included in all programs
  - War College (Typically post-PA)
  - Grad Ed Voucher (GEV)
    - SWOS / ATG / ATRC tours (18/12)
  - Distance Learning Programs
    - ODU, Catholic University, NPGS
  - NROTC/Naval Academy
  - Tuition Assistance/GI Bill
  - Special Programs – Pol/Mil Masters, Federal Executive Fellowships, etc

Personal and Professional Importance

Joint Professional Military Education (JPME)

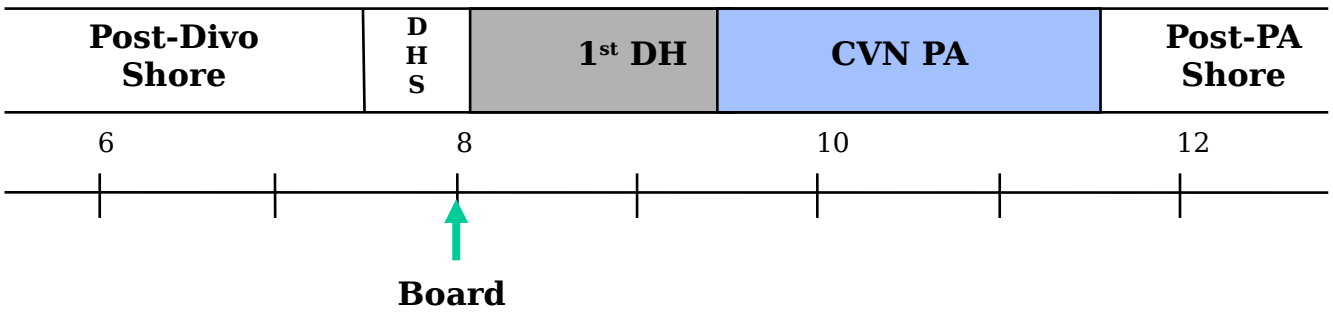
- JPME I is tied to O-5 Command:
  - Must complete prior to assuming command
  - Likely to remain a discriminator at selection boards

- To be eligible for selection to Rear Admiral, Unrestricted Line Officers must complete two courses of JPME and a joint tour

- JPME I and II offered by DoD and service war colleges
  - Multiple ways/times to obtain
  - learning options

Complete before O-5 Command

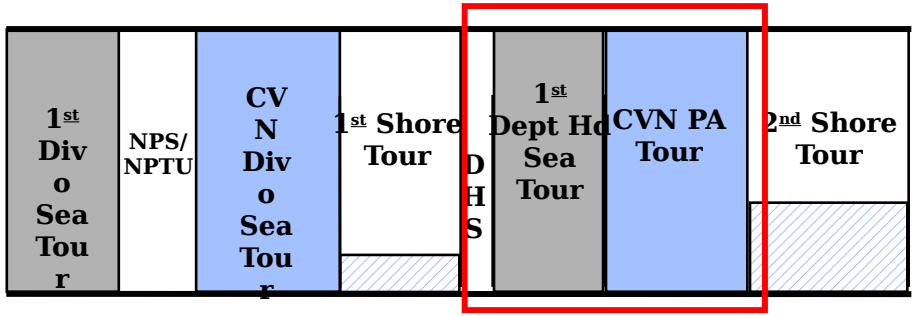
PA Screening Board



- Some YGs will retain more officers than PA billets
- 24-month PA tour critical to growing successful RO's
- Administrative Board held in Millington: led by SWO(N) Flag

Based on retention for each YG

DH/PA Tours



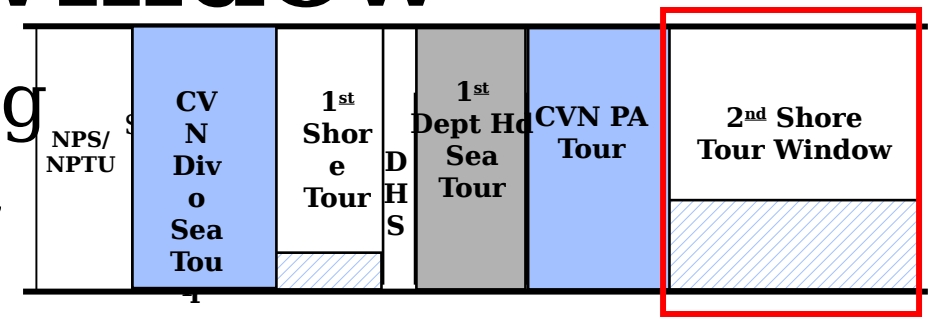
- 1st DH and PA tours critical to building operational and Surface expertise
- Performance in these tours is vital for future selection boards
- **Finish Command Qualification**
  - **Starting June 2013- time at SWOS following 1st DH tour**
- Tour lengths: 18-months and 24-months

Superior DH performance remains path to Command

Command Qualification

- Governing instruction - CNSFINST 1412.2B **(Updated March 2013)**
- **Must be obtained prior IOT eligible for CDR command board**
- Requirements:
  - Minimum shipboard experience
  - SWO, TAO & EOOW qualifications
  - SWOS exams at Department Head School
  - Shiphandling Examination
  - Recommendation from an Afloat CO while serving afloat
  - Command Qualification Exam
  - Oral board
- SWOS I-Stop
- **SWO(N)s should complete before/during PA tour**
  - Get shiphandling exam requirement signed off during 1st DH tour

Second Shore Tour Window



- XO/CO screening opportunities at 12.5 and 13.5 YCS
- Third look for command at 15.5 YCS for those screened XO Afloat or XO-SM during second look
- Nuclear shore duty for those that still need it
- Excellent opportunities for joint or career broadening experience

rtunities to build nuke, joint, and staff experi

Commander Command Board

Objectives

- Command opportunity for every XO
- Increase talent in the XO chair
- Every CO has an XO tour

3rd Look Implementation

- Occurs 2 years after 2nd look
- Only XO/XO-SM screened officers eligible
- Board outcomes
  - Screen CO Afloat
  - Screen CO-SM
  - No additional screening

CDR Command Board Process

1st look (2 yrs after O-4 promotion)

- Screen CO Afloat

2nd look (3 yrs after O-4 promotion)

- Screen CO Afloat
- Screen XO Afloat
- Screen XO-SM

3rd look (5 years after O-4 promotion)

- Screen CO Afloat
- Screen CO-SM

FY16 CDR Command Board

- Board Statistics (All Selects- CO and XO)
  - 62.8% (164 of 261)
  - 85.7% (12 of 14) SWO(N)s
- Individual demographic selection rates
  - 50% (16 of 32) Female
  - 59.2% (45 of 76) Diverse
- Selectee Statistics
  - 73.2% (120 of 164) have JPME Phase I
  - 77.4% (127 of 164) have Masters Degrees

Performance as a Dept Head is primary discriminator

ARO

- Eligibility:
  - Post XO & not selected for CDR CMD afloat
  - Screened CO-SM / XO-Afloat / XO-SM
  - EDO(N)s not selected for continuation/possible RO selection
- Selected by administrative board
- Incentive:
  - AROs maintain their nuclear AQD (and COPAY eligibility) during ARO tour and for 3 years following
  - Potential to keep nuclear AQD (and COPAY eligibility) for longer if filling nuclear shore

dership opportunity with $210K NOIP incenti

SWO(N) Career Path Changes

- Proposed changes in Nominal Division Officer Tour Lengths:
  - 1st Tour : from 21 mos to 19 mos (+ 2 mos for BDOC)
    - Must meet Milestones:
      - SWO Pin
      - Sufficient time operational
  - 2nd Tour: from 28 months to 26 months
    - Must meet Milestones:
      - PNEO Complete
      - ~4 months onboard post PNEO
      - EOOW or RDO Qualification
    - If an officer decides to resign from CVN tour – 28 month tour remains

- Proposed Roll Out Plan:
  - If already under orders (or slated), execute orders as previously planned
  - If not already slated and PRD is PRIOR to August 2016, CoC

What else is New?

- Talent Management Initiatives
  - Allowing Afloat CO's to have more influence on detailing process
  - Proposal to allow each CVN CO to hand out Incentive Packages for top Reactor Department Division Officers who want to be retained

- Department Head Screening Board
  - More Selective!!
    - 2015 - 80% Selection Rate vs a historical screening rate of 95%
  - Will eventually feed in to Talent Management tools
  - What you need to accomplish to be on the Pre-Certified List?
    - SWO PIN
    - DH Recommendation in Block 40
    - At or Above CO's RSCA / Summary Group AVG
    - No Declining Performance
    - No PFA Failures
    - No legal trouble / pending investigations

SWO and Nuclear Incentive Pay

- COMPENSATION FOR TWO SKILL SETS
  - COPAY: Nuclear Talent
  - SWO Special Pays: Warfighting

nuses: Over $1,013,000 during a 30 year caree

Nuclear Officer Incentive Pay

- Annual Incentive Bonus:
  - $12,500 paid every 01 OCT for the previous year ($22K for MC serving/served or O-6 w/26 YCS)
  - Prorated from date of PNEO qual or MSR (later)
- Continuation Pay (COPAY): $35,000 Annually
  - Initial - 4, 5, 6 or 7-Year Contracts: $35,000
  - Replacment 3-Year Contracts: $35K
- Timing Considerations
  - COPAY contract no longer required to be signed first
  - **Renegotiate** if the rate goes up prior to your final COPAY payment

Compensation reflects the value of your job

The Surface Warfare Family of Funds

- Revised Junior CSRB ($75,000 over 6 payments)
  - Obligation to complete two DH Tours.
  - Sign: 1st payment- $10K; $10K payments at YCS 6/7.
  - $15K payments at YCS 8/9/10
  - Proposed to go up to $105K with talent management for YG’12 and junior

- SWOCS (up to $46,000 over three payments)
  - Eligible 2 years after promotion to O-4 (not spot promo)
  - First payment $22,000, then $12,000 annually

$20,000 Total Bonus for 2 DH Tours

LCDR’s: YOU MUST SUBMIT AN APPLICATION!!

Post-9/11 GI Bill "2.0" Highlights

Eligibility:

- Full benefits available after 36 months of qualifying service
- USNA / NROTC graduates: qualifying start date follows completion of MSR
- Honorable discharge

Active Duty Benefits:

- Up to 100% of tuition & fees, not to exceed the nationwide cap (set at $17,500)
- Up to 36 months of benefits, living stipend
- Monthly tutoring funds available for qualifying officers, $1K books

Transferability to spouse or children:

- Retirement eligible 01 AUG 09 – No further obligated service requirement
- Between 17 and 19 years of service – Obligate to 20 years of service
- Between 6 and 17 years of service – Obligate for an additional 4 years
- No conflict with Nuclear COPAY eligibility

- **The Dept of Veteran's Affairs administers / manages the Post-9/11 GI Bill.**
- **DOD manages the transferability provision.**

ost-9/11 GI Bill transferability is a powerful retention incentive

Your Service Record

- **Qualifications**
  - Detailers can update quals/AQDs
    - OOD (LB2)
    - CVN EOOW (LC5)
    - SWO (LA9)
    - PPWO/PNEO (KD1/2)
    - TAO (LF6/7)
    - ECO (BS1/BS2)
    - ASWE (BA1/BA2)
- **Picture**
- **PFA - PRIMS**
- **Fitreps**
  - **1 of 1** - email detailer for POC
  - **Competitive** - must be submitted by command
- **Awards**
  - Must be updated by Navy Awards Office (DC)
  - https://awards.navy.mil
- **Web Enabled Record Review (WERR)**

FITREP Considerations

- To inform statutory boards of administrative board screening status, lead FITREP bullets after admin board should read:
  - For CO-Afloat Screened Officers: Screened Commander Command Afloat
  - For CO-SM Screened Officers: Screened Commander Command
  - For XO-Afloat Screened Officers: Screened for Executive Officer Afloat
  - For XO-SM Screened Officers: Screened for Executive Officer
- Block 40 – Career Milestone Recommendations
  - Department Head Afloat, Command Afloat, Maj Command Afloat
  - Specialty Career Path, Special Mission or XO does send a strong signal
- Block 41 – Comments on Performance
  - Tell the board briefer what's going on (e.g. ranked behind XO, stuck behind senior DHs)
  - Soft breakout language critical – even if block 42/43 shows hard breakout (e.g. 1 of 5 DHs)
- Block 42/43 – Promotion Recommendations
  - Movement Left Always Viewed Negatively unless newly promoted
  - O-1 and O-2 URL receive "P" recommendations
  - LDO O-1 and O-2 are expected to receive "EP" and "MP" recommendations
- Hard Breakouts/Movement to the Right

Document Success At-Sea to Support Promotio

Take Aways

- Talent Management is here – top performer rewards
- Career Path is changing to help de-pressurize:
  - 7.5 YCS @ DHS
    - Driver is DH Fitreps prior to O-4 IZ look
- Nuclear shore duty early adds flexibility later
- Track your bonus timing
- DH performance is the bedrock of your record
- NEVER HESITATE TO CONTACT US!!!

Know Your Career Path! We are here to Help!

Get Smart and Stay Smart about your Career Path

- Annual Newsletter
- SWO(N) Grams (stay in the loop on shore duty – send us your e-mail address)
- Mentors
- Peers
- Web Sites
- Detailer Visits

- **www.npc.navy.mil**
- **www.staynavy.mil**
- **www.facebook.com/PERS41**
- **twitter.com/PERS41**
- **Call Customer Service 1-866-U-ASK-NPC**

Career Management: A Dynamic Process

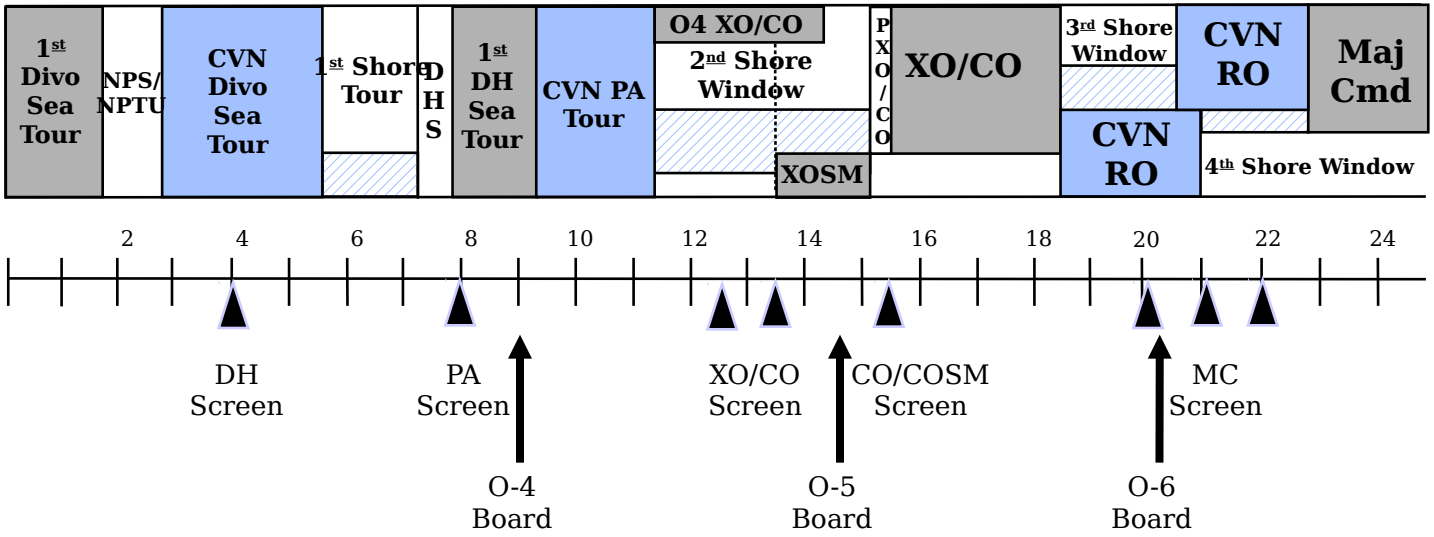
Questions?

Backup Slides

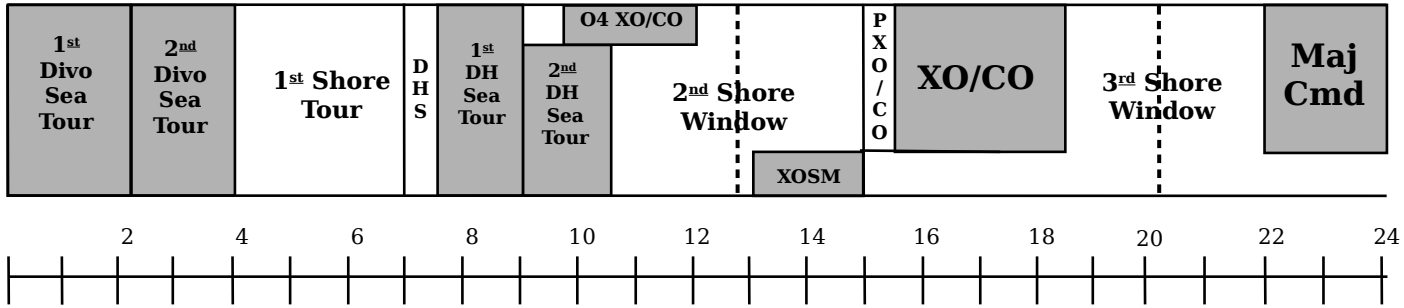
SWO(N) Career Path PYG 05 and Junior

XO/CO Fleet Up

XO/CO SWO(N) career path



XO/CO Conventional SWO career path



FITREPS 101

FITREPS:
Know the reference!

Know what to ask!

What is:
- **an “air gap”?**
- **a hard break out?**
- **a soft break out?**
- **traffic?**
- **Boss’s RSCA?**

How do you get that EP?

Block 41 must tell a clear story – white space OK!

40. I recommend screening this individual for next career milestone(s) as follows: (maximum of two) Recommendations may be for competitive schools or duty assignments such as: LCPO, DEPT CPO, SEA, CMC, CWO, LDO, Dept Head, XO, OIC, CO, Major Command, War College, PG School.

CDR CMD AFLOAT | 4-STAR EA

41. COMMENTS ON PERFORMANCE: * All 1.0 marks, three 2.0 marks, and 2.0 marks in Block 34 must be specifically substantiated in comments. Comments must be verifiable. Font must be 10 or 12 Pitch (10 or 12 Point) only. Use upper and lower case.

*** Number 1 of 5 Department Heads in [redacted] ***

NOTE: ranked with the XO. [redacted] is my top TAO, the finest shiphandler, and the best of nine Department Heads I've had. He's a consummate Surface Warrior and a skilled mariner.

COMMAND VIEW: [redacted] is superbly gifted in crafting a vision, effectively communicating it, then developing and executing a detailed plan for success. He possesses the perfect blend of tactical and technical acumen required in a CO. I'm spoiled by his thoroughness. CATALYST: As Combat Systems Officer, CSTT Leader, Senior Watch Officer, Acting XO ... he kept the crew on step for success. He led a hugely successful ULTRA in which 4 mission areas certified, and 6 of 8 CSTT directed warfare areas achieved self-assessment. During the ship's maiden deployment in support of [redacted], he formed a planning team from scratch, bringing together leaders of the embarked Marine det, an Air Force surgical team, and a HH-60 detachment. [redacted] led, they followed, and the mission flourished. MENTOR: Dedicated himself wholly to developing subordinates. Continuously challenged the Wardroom to improve in professional knowledge and skills. The stand up, take charge leader of a cohesive, highly effective team of Department Heads.

Strongest recommendation for Command Afloat - the Navy wins with [redacted] in Command

Promotion Recommendation	NOB	Significant Problems	Progressing	Promotable	Must Promote	Early Promote
42. INDIVIDUAL					X	
43. SUMMARY	X	0	0	0	1	1

44. Reporting Senior Address: COMMANDING OFFICER [redacted]

45. Signature of Reporting Senior [redacted] Date: [redacted]

Member Trait Average: 4.71 Summary Group Average: 4.79

46. Signature of Individual Evaluated. "I have seen this report, been apprised of my performance, and understand my right to make a statement." I intend to submit a statement. [ ] do not intend to submit a statement. [X]

[redacted] Date: [redacted]

47. Typed name, grade, command, UIC, and signature of Regular Reporting Senior on Concurrent Report

OFFICIAL RECORD

Performance Summary Report

PERFORMANCE SUMMARY REPORT

NAME (LAST, FIRST MIDDLE): SMITH, JAMES N | DESIG/RATE: 1110 | SSN: 987-65-321 | PAGE 3 OF 3

PG	STATION	DUTY	DATES	MOS	REPORTING SENIOR NAME	PG	TITLE	TRAITS 1	2	3	4	5	AVERAGE IND SUM	AVERAGE R/S CUM	PROMOTION REC SP	PR	P	MP	EP	PHY READ	RPT TYPE
03	ATG MAYPORT	TLO	010201 020131	11	WILLIAMS L M	05	CO				2	4	4.50 4.50	54 4.50	0	0	0	X 8	2	N/XX	RG
03	ATG MAYPORT	TLO	020201 020915	8	WILLIAMS L M	05	CO				4	2	4.33 4.33	60 4.48	0	0	0	X 1	0	P/WS	RG
03	SWOSCOLC OM	STUDENT	020916 020525	8	COOL I M	06	DIR DEPT HEAD						0.00 0.00	0 0.00	0	0	0	0	0		RG
03	DD967 ELLIOT	OPS	020912 030131	4	NIMITZ C W	05	CO				5	2	4.29 4.43	4 4.39	0	0	0	X 2	1	P/WS	RG
03	DD967 ELLIOT	OPS	030201 040131	12	NIMITZ C W	05	CO				2	5	4.71 4.38	7 4.41	0	0	0	2	X 1	P/WS	RG
03	DD967 ELLIOT	OPS	040201 050408	2	NIMITZ C W	05	CO				1	6	4.86 4.86	10 4.40	0	0	0	0	X 1	P/WS	RG
03	CG68 ANZIO	OPS	050409 050612	2	HALSEY W	06	CO				2	5	4.71 4.00	60 4.10	0	0	0	5	X 2	P/WS	RG
04	CG68 ANZIO	OPS	050613 051031	5	SPRUANCE	06	CO				2	5	4.71 4.75	27 4.71	0	0	0	X 3	1	P/WS	RG
04	CG68 ANZIO	OPS	051101 060930	11	SPRUANCE	06	CO				3	4	4.57 4.57	60 4.71	0	0	0	0	X 1	P/WS	RG

IND | R/S | SUM | CUM | Blocks 40-43

What's the Story to the briefer

- **A** Bad: Ind Avg below RSCA; 1 of 1 MP (this is an air gap – clear signal)
- **B** Greater than 90 day FITREP gap, pay attention to dates
- **C** Ok: New DH; in traffic; Ind below RSCA not an issue
- **D** Ok: 1st FITREP as O-4; stuck behind XO? – Block 41 must indicate
- **E** Bad: Ind Avg below RSCA on a 1 of 1 EP; Is the CO sending a message? – What story does block 40 and 41 tell?

Other Navy Programs

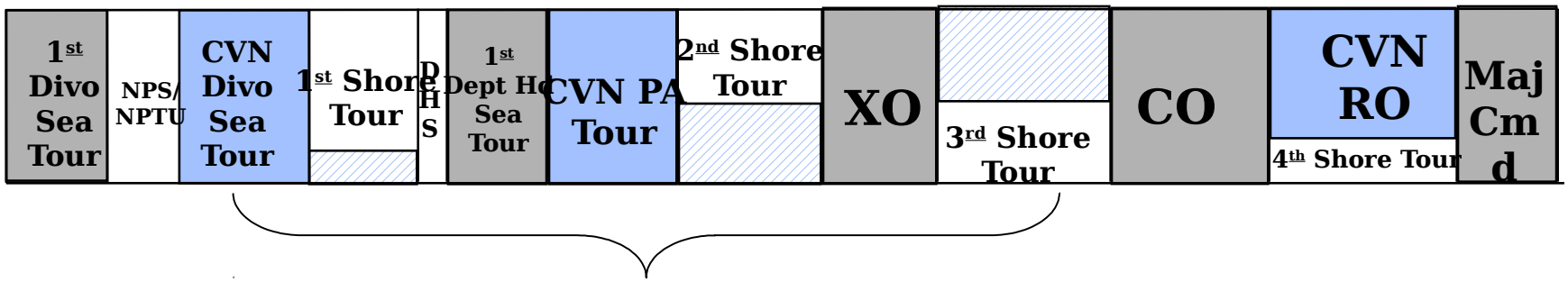
- Career Intermission Pilot Program
- Executive MBA Program
- Federal Executive Fellowship Program
- Olmsted Scholar Program
- Permanent Military Professor

Contact your detailer with questions on eligibility/timing

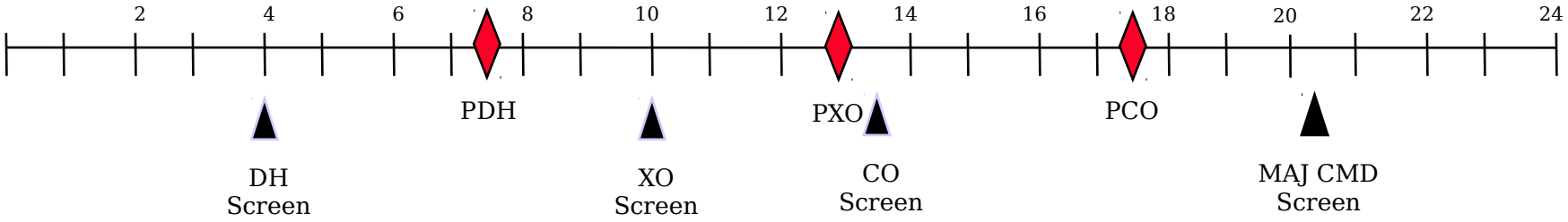
Career Intermission Pilot Program (CIPP) (2009—2015)

- Up to 2 Naval Nuclear Propulsion Program Officers per year (20 throughout USN)
- 1 to 3 years in IRR to pursue personal/professional growth
- Retain family health care benefits
- Obligated to sign SWOCP/SWO CSRB upon re-entry into AC
- Begins at end of current PRD
- Rolled back into successive YGs
- Stipend: 2 x (1/30) of basic pay
- No Education Benefits
- Navy paid PCS To/From any CONUS location

SWO(N) Career Path PYG 04 and Senior



Two nuke sea tours and one nuke shore tour prior to RO



www.npc.navy.mil/Officer/SurfaceWarfare/Detailers/412

NAVY PERSONNEL COMMAND
Bureau of Naval Personnel

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Surface Nuclear Power Homepage

Printer Friendly

Welcome to the Surface Nuclear homepage.

The primary purpose of the SWO(N) community is to maintain a cadre of Surface Warfare Officers with a sub-specialty in nuclear power. These officers serve alternate tours in conventional surface ships (as Division Officers, Department Heads, Executive Officers, and Commanding Officers) and in nuclear-powered aircraft carriers where they lead Sailors in operating and maintaining the nuclear propulsion plants.

This career path produces officers competitive for Major Command and Flag rank. Along the way, SWO(N)s enjoy rewarding tours in a variety of afloat and ashore billets. Their skills and importance to the nation's maritime strategy are well-respected and well-compensated by the Navy.

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IMPORTANT: To view administrative board information that is not accessible to the general public, login in the upper right hand corner with your BOL user ID and password. An "Admin Board Info" link will become visible in the left hand navigation pane.

Hot Items:

- **The Chief of Naval Personnel signed a new revision of the NOIP instruction (now OPNAVINST 7220.11C) on 7 Jul 2009. The new revision allows COPAY contract lengths of 6 and 7 years in addition to the existing 3, 4, and 5 year options. 6 and 7 year contracts are**

SWO(N) Information

- About SWO(N)s
- SWO(N) Community Brief
- SWO(N) Career Planner
- Contact Us

Nuclear Officer Incentive Pay

- **NEW REV**
- OPNAVINST 7220.11C
- COPAY Sample Letter

Career Intermission Pilot Program

- NAVADMIN 09-095
- OPNAVINST 1330.2
- CIPP Business Rules

Community Briefs

Contacting Your Detailer

SWO(N) Career Planner Download

Latest and Greatest Info

Old Dominion University
Credit for Nuclear Training

- SWO(N)s validate 12 of 33 credit hours (4 of 11 courses)
  - **Easy access for those stationed in Norfolk area**
- Distance Learning programs available in DC and Bremerton
  - **University is pursuing additional distance learning sites at other fleet concentration areas**
- CD-ROM based program also available
  - **Tuition funded through PACE program for those on**

"Best Bang for the Buck out there"

rates)

Grad Ed Voucher (GEV)

- Available in conjunction with taking orders to important SWO community jobs: SWOS, ATG, ATRC.
- Up to $20K per year for two years.
- 18/12 is an option but….
- SWO Community has an annual quota
- Ask about GEV if going to nuclear shore

eflects commitment to get Grad Ed for all SWO

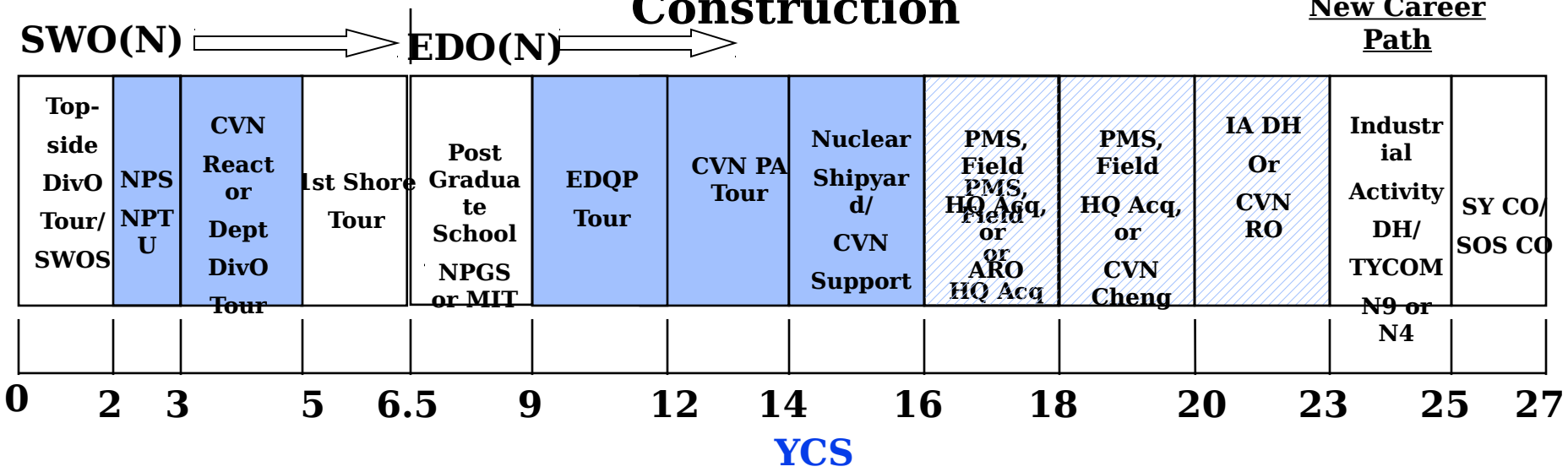
Lateral Transfer

- Lateral Transfer to another designator generally not authorized until post-PA
  - EDO(N) an exception and should be pursued post-divo
  - Case-by-case exceptions for SWO(N)s following PNEO qualification when YG on track to meet PA requirements.
- Managed by Year Group.
- EDO, IP, HR, Aviation, INTEL/CRYPTO, they have all been done recently

Balancing of Needs

EDO(N) Program Career Path

Goal: **to produce officers competitive for selection as Reactor Officer on a CVN in RCOH or New Construction**


SWO(N)
EDO(N)
New Career Path
Top-side DivO Tour/ SWOS
NPS NPTU
CVN Reactor Dept DivO Tour
1st Shore Tour
Post Graduate School NPGS or MIT
EDQP Tour
CVN PA Tour
Nuclear Shipyard/ CVN Support
PMS, Field HQ Acq, or ARO
PMS, Field HQ Acq, or CVN Cheng
IA DH Or CVN RO
Industrial Activity DH/ TYCOM N9 or N4
SY CO/ SOS CO
0 2 3 5 6.5 9 12 14 16 18 20 23 25 27
YCS

- **PA tour ideally will be on CVN in RCOH / NEWCON / extended avail**
- **EDO(N)s are eligible for COPAY**
- **EDO(N)s also have a nuclear clock and alternate between nuclear and non-nuclear**
- **PROPOSED CHANGE to allow officers to apply while on CVN**